

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2020

(To Be Filed by March 1)
PART 1 - INTERROGATORIES

1.	Is the reporting insurer a member of a group of insurers or other holding company system?					
	If yes, do the amounts below represent 1) total gross compensation paid to each individual by or on behalf of all companies that are part of the group:	Yes [];			
	or 2) allocation to each insurer: Yes [X].					
2.	Did any person while an officer, director, or trustee of the reporting entity, receive directly or indirectly, during the period covered by this statement any commission on the business transactions of the reporting entity?	Yes [] 1	No [Х]	

Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts with its agents for the payment of commissions whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or indirectly, any salary, compensation or emolument that will extend beyond a period of 12 months from the date of the agreement?..... Yes [] No [X]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

	1	2	3	4	5 Stock	6 Option	7 Sign-on	8 Severance	9 All Other	10
	Name and Principal Position	Year	Salary	Bonus	Awards	Awards	Payments	Payments	Compensation	Totals
Curr	ent:		•							
1.	John Kirchner, President	2020								
	,	2019								0
	1	2018								0
Curr	ent:									
2.	Jeffrey Schwaneke, Treasurer and Vice President									
	Vice President	2020								
	1	2019								
	Janet Alenza Consetery and Vice	2018					-			U
3.	Janet Alonzo, Secretary and Vice President	2020								0
		2019					 			
1	,	2018								0
4.	Tricia Dinkelman, Vice President	20.0								Ů
	of Tax	2020								0
İ	1	2019								0
İ	j	2018								0
5.	Lisa Knowles, Assistant Secretary	2020								Ω
	,	2019								0
	1	2018								0
6.	Linda Bongiovanni, CFO	2020								0
	,	2019								0
	j	2018								0
7.	,	2020								0
1	,	2019								0
	1	2018								0
8.	,	2020								0
	,	2019					<u> </u>		ļ	0
	1	2018								0
9.	,	2020								0
	,	2019				ļ	ļ		ļ	0
	,1	2018								0
10.	,	2020								0
	,	2019				ļ	ļ		ļ	0
	j	2018								0

PART 3 - DIRECTOR COMPENSATION

1	ſ	Paid or Deferred for	6	7		
	2	3	4	5	All Other	
Name and Principal Position or Occupation and Company	Direct	Stock	Option		Compensation	
Name and Principal Position or Occupation and Company (if Outside Director)	Compensation	Awards	Awards	Other	Paid or Deferred	Totals
		<u> </u>				

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.